

NOTES FROM THE:

Chief for Enlisted Matters



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Who Do You Want To Be When You Grow Up?

Who do you want to be when you grow up? This question is answered in a variety of different ways by each and every one of us. In fact, your answer could change from day to day. It depends on your priorities and the choices you make for yourself and your family. But what guides you toward the achievement of your goal once you do decide? In other words, how do you get there? How can you make Chief in financial management? How can you be competitive for Below-the Zone Senior Airman? How can you receive the prestigious honor of being selected as one of the Air Force's Twelve Outstanding Airmen? Those are good questions and we have developed a program that will help you work toward your goal. This program is called the Enlisted Individual Development Plan (EIDP). It is a roadmap that defines Air Force career progression requirements and allows you to integrate your individual goals for education, leadership, and professional growth.

This map revolves around the Financial Management Professional Development Program. The FM Professional Development Program defines career guidelines in education, training, leadership, and experience for senior level positions in financial management. It also opens the door encouraging all FM personnel to use these guidelines for their own professional development.

Based on that guidance, I felt it was important to define enlisted career and professional development using the FM Program as my baseline. With that in mind, I needed to: (1) identify the Enlisted Financial Management Career Path, (2) provide behavioral standards for leadership, training, and experience, and (3) make sure our enlisted force has an opportunity to grow from Airman Basic to Chief Master Sergeant. In order to attack those challenges I needed help and help I got.

Over 50 people participated in this project. We first met in April 1999 and for one week we brainstormed the career development of the financial management enlisted force. By the end of the week we had drafted an FM Enlisted Career Path for all grades.

Between April and June we edited the document to ensure Air Force requirements were addressed and

accurately stated. We needed to remember we were growing airmen, NCOs, and senior NCOs as well as financial managers. We did not want to violate any AFI or policy requirements for training and leadership. In June 1999, the Chiefs met again, this time with a group of computer geniuses and translated the career path document into an interactive EIDP. This plan is the roadmap of an enlisted member's career from Financial Management and Comptroller Technical Training Class graduation to their retirement.

Since June, we have tested, demonstrated, and updated this document. We are now ready to release EIDP Version 1. The EIDP is broken down by grade structure and clearly defines Air Force standards and requirements in three modules of development: Training, Leadership, and Experience. The training track includes professional military, technical, on-the-job, and civilian training milestones. The leadership module contains information on professional organizations and mentoring. Finally, the functional experience section includes job expertise, communication, recognition, and promotions. Within each of these modules we identify certain milestones you should be striving to achieve at each grade while at the same time allowing you to establish your own personal goals.

These tracks mirror the guidelines in the FM Professional Development Program. So while you are completing your Career Development Courses (CDC) to upgrade to a 7-skill level, you are also earning continuing professional education credit for the Financial Management Professional Development Program. Additionally, as you work toward your Bachelor's Degree, you are also meeting one of the requirements for level one certification. The EIDP helps you track this progress from the very beginning to the very end.

This is your tool developed by enlisted and civilian financial management personnel from across the Air Force. It is the only tool you will need to manage and track your careers. So the next time when someone asks you Who do you want to be when you grow up? You can not only tell them, but you can tell them how you are going to get there!